



*You handle the core mission;
we'll take care of the rest!*

HR Future Offerings

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Overview

- NBC as an HR Solutions Provider
- OPM-required HR solutions
- Vision for future
- Goals and objectives for 2006
- HR LOB projected timeline
- NBC's Value Proposition

NBC as an HR Solutions Provider

- 1976 – Began system cross-servicing
- 1986 – Interior consolidated ten operating payroll offices
- 1998 – The Federal Personnel Payroll System (FPPS) implementation was completed
- 1999 – DOI combined three administrative centers under single management within the NBC
- 2001 – FPPS modernization completed
- 2003 – Selected as one of four e-Payroll Providers
 - Servicing 300,000 accounts
- 2005 – Selected as one of five HR Shared Service Centers



The NBC's Core HR System (FPPS) is Modern and Fully Integrated

- Meets or exceeds all JFMIP/Federal guidelines
- On-line with database technology
- Real-time updates
- Immediate error response
- Table-driven for flexibility
- Fully automated recomputation features
- Web-enabled system
- Powerful Datamart
- Extensive security
- Employee self-service

The NBC Provides Comprehensive Payroll Services

- Payroll accounts maintenance
 - Back pay
 - Error corrections/adjustments
 - Off-cycle payments
- Debt management
- Taxes and collections
- Treasury/bank liaison
 - Lost/stolen checks and bonds
- Accounting/reconciliation for all disbursements
- Payroll hotline for employee inquiries
- User training
- Audit and research
- Employee benefits
- Pro-active interaction with employees, timekeepers, supervisors, and personnel offices

NBC's HR Operational Services Can Free You to Focus on Policy and Strategy

- Operational services to meet your needs
- Support for both short-term and long-term projects
- Support for both Title 5 and non-Title 5 agencies
- Economies of scale will provide true specialists for each HR function

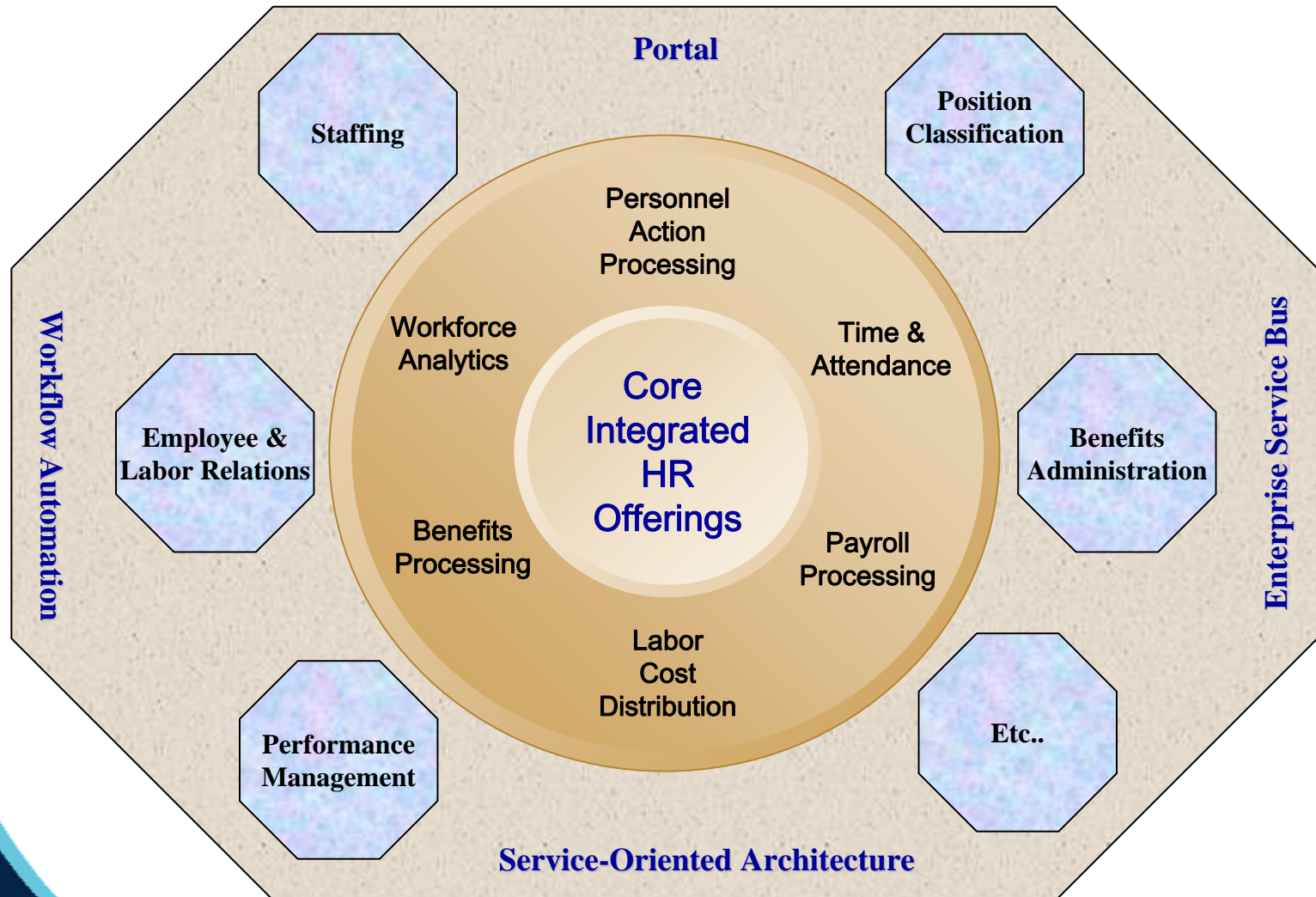
OPM-Required HR Solutions

- *Personnel Action Processing*
- *Benefits Processing*
- *Payroll Processing*
- *Time and Attendance*
- *Labor Cost Distribution*
- Staffing
- Benefits Administration
- Employee and Labor Relations Management
- Human Capital Strategic Planning & Performance Management
- Position Classification

Vision for Future

- Comprehensive solutions for agencies' HR IT and HR back-office needs
- Paperless business process flows covering the full employee life cycle
- Seamless real-time integration between HR offerings and those of other lines of business (e.g., financial systems)
- Ability to mix-and-match best of breed HR IT solutions

Flexibility and Best-of-Breed Solutions are Core to NBC's HR IT Strategy



Goals and Objectives for 2006

- Provide two new HR Solutions
- Provide FPPS Web Services
- Design and prototype Portal
- Expand back-office service offerings
- Gain customer support/partnership/funding
- Establish Customer Executive Advisory Group
- Design state-of-the-art contact center
- Design target state end-to-end HR business processes
- Develop detailed plans for future years

NBC HR LOB Projected Timeline

